



## Training Plan 2016/17

### **In-Service Quarterly Training**

Since May 2015 a major initiative of the Addison Police Department was to improve our training program for our employees. We accomplished this by increasing the number of in-service dates from one to four; adding a full-time trainer to assist the training lieutenant; increasing roll-call and ad hoc training; and making the training of our officers a top priority. The following is a summary of training already completed, future topics with their dates as well as miscellaneous operational topics covered outside of scheduled in-service dates.

It is important to note many of these topics (such as de-escalation and use of force, etc.) are recurring and thus taught on an annual basis or as soon as practical based on the needs of the department.

Every police officer receives training on the topics listed below in the police academy:

- Professional Policing
- Professionalism and Ethics
- Multiculturalism and Human Relations
- Written and Verbal Communications
- Crisis Intervention Training (CIT) and Mental Health Code

Recognizing we needed additional resources for the department, we enrolled Officer Yousaf Pasha in a 40-hour Mental Health Officer Certification course. This course was completed in February 2016.

The purpose of this course is to educate law enforcement officers about issues pertaining to serving as a mental health officer.

The course covers the legal aspects of mental health commitments, liability issues' mental disorders, and mental disabilities. In addition, it deals with a variety of developmental disabilities including epilepsy, cerebral palsy and hearing impairments. Other areas covered include:

- indicators of mental illness;
- understanding mental illness;
- documenting the interpersonal relations necessary to effectively work with the mentally ill, their families, and the mental health system; and
- intervention strategies for dealing with both low and high risk situations

Officer Pasha is on call to assist patrol as a resource should a Mental Health Mental Retardation (MHMR) situation occur. The department is currently working on expanding this program and developing public/private partnerships with other organizations that can assist in their efforts.

Additionally, the Police department has two guiding documents regarding training and best practices:

- President's Task Force on 21st Century Policing. "The Final Report of the President's Task Force on 21st Century Policing." United States Department of Justice. 2015. Web. 15 Sept. 2015.



- Police Executive Research Forum. "Guiding Principles on Use of Force." Washington DC: Police Executive Research Forum, 2016. Web. 10 Nov. 2016.

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### Completed Training Schedule

#### Q4 – December 7 & 11, 2015

Hosted at the Addison Tree House

Topics:

##### **Procedural Justice - Instructor Chief Spencer**

Procedural justice describes the idea of how individuals regard the criminal justice system is tied more to the perceived fairness of the *process* and how they were treated rather than to the perceived fairness of the *outcome*. In other words, even someone who receives a traffic ticket or "loses" his case in court will rate the system favorably if he feels that the outcome is arrived at fairly.

##### **Critical Incident Management- Instructor Capt. Vincent**

Proper response techniques for patrol on medium and large scale critical events. Example: active shooter or barricaded suspect.

##### **Legal Update #3184 – Instructor Warren Spencer**

The 84th Legislature passed over 1,300 bills - many of which will impact Texas law enforcement. This course contains an overview on many of these bills passed. In pursuit of equality in justice and ensuring public safety, peace officers will better serve their communities by increasing their awareness of changes and additions in state statutes. Case law, especially cases handed down by the Supreme Court of the United States (SCOTUS), is of incredible importance to the administration of Justice. This curriculum briefly covers recent judicial decisions important to note for law enforcement officers, law enforcement administrators, and policy makers.

#### Q1- February 8-12, 2016

Hosted at Patriot Protection

Topic:

##### **Patrol Close Quarter Battle/Felony Stops/Vehicle Tactics/Force on Force Reality Training – Instructors Krause/Coffelt**

Professional firearms training that will prepare law enforcement officers to survive and win deadly force confrontations. The course is designed to cover a broad range of skill levels utilizing Reality Based Training. RBT role-players will present very realistic threats during the course of the training. Training will provide a challenging learning environment and will enhance the survival skills that are necessary to deal with real world situations.

##### **Sexual Harassment – Instructor Julie Ross**

Sexual harassment training designed to help foster a positive work environment, free from harassment and discrimination based on gender, race, disability, or any other protected category.

#### Q2- June 6-10, 2016

Hosted at Police Department



Topic:

**Defensive Tactics/ Less Lethal – Instructors Krause/Wilson/Nelson/Miramontes**

Training refresher on implementation and use of less lethal alternatives and handling of suspects to include hand cuffing, escorting, searching, joint manipulation, take downs, and officer safety techniques.

Q3- August 15-19, 2016

Hosted at Police Department

Topic:

**K9 Encounters – Instructors K9 Byron Tilton**

This course will teach officers how to recognize canine aggression and interpret body language. Officers will learn defensive tactics and how to use less lethal techniques to control dogs.

**Body Worn Cameras – Instructors Lt. Keith**

This course covers when a camera should be activated due to privacy and departmental situations, when a recording should be discontinued due to privacy and departmental situations, data retention and why it is important to a body worn camera program; and to recognize the provisions relating to data storage, backup, and security maintenance, as well as, identify accessibility to recordings.

**Child Safety Alert – Instructor Nakisha Biglow**

Child Safety Check Alert List law (CSCAL), the purpose of the Child Safety Alert Check List, and instructs Texas Peace Officers and Department of Family & Protective Service personnel on the proper Child Safety Alert Check List reporting methods. Additionally, this course presents the difference between CSCAL and other lists, law enforcement authority, Child Protective Services (CPS) involvement, and more.

**Deaf and Hearing Impaired Drivers – Instructors Lt. Keith**

This course covers procedures needed for interacting with drivers who are deaf or hard of hearing, defines the terms “deaf” and “hard of hearing” as defined in Section 81.001 of the Texas Human Relations Code, cover techniques that officers can use to interact with drivers who are deaf or hard of hearing and how the ADA may apply. Officers will demonstrate practical methods of communication and aids that may be available.

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**Current Training Schedule**

Q4- November 14-18, 2016

Hosted at Police Department

Topic:

**Standardized Field Sobriety Testing Refresher Class – Instructor Sgt. Smetzer**

Standardized Field Sobriety Test refresher

**Verbal De-escalation – Instructor Sgt. Brian Box**

De-escalation training philosophy is that officers need to take every opportunity to slow down a situation when possible. The program includes ways to improve communication skills, discussion of how to assess a subject's situation, how to know when you need backup, and proven officer safety tactics.



Q4 – November 28 and December 1, 2016

Hosted at the Addison Conference Center

Topic:

**Racial Profiling Data Collection and Reporting – Instructor Dr. Alex del Carmen**

Based on Dr. del Carmen's review of our policies, processes and practices regarding racial profiling data collection/reporting, this training will familiarize officers with the implemented changes ensuring compliance with State Law and best practices; reemphasize the officers roles and responsibilities of accurate reporting; allow officers to ask questions to obtain clarity on a confusing topic; and reaffirm our culture and practices are legitimate and procedurally just.

Q5-February 13-17, 2017

Hosted at Police Department

Topic:

**Implicit Bias in Policing– Instructor TBD**

Reducing the influence of implicit bias is vitally important to strengthening relationships between police and minority communities. Implicit bias describes the automatic association people make between groups of people and stereotypes about those groups. Under certain conditions, those automatic associations can influence behavior—making people respond in biased ways even when they are not explicitly prejudiced.

Q6-June 5-9, 2017

Hosted at Police Department

Topic:

**Defensive Tactics/Excited Delirium/Handcuffing – Instructor Krause/Miramontes/Wilson**

Q7-August 15-19, 2017

Hosted at Police Department

Topic:

**Patrol Scenarios-Shoot no Shoot (Simulator)/Firearms Training/Live Fire – Instructor Coffelt/Krause**

Q8-November 13-17, 2017

Hosted at Police Department

Topic:

**Below 100 – Instructor TBD**

Below 100 Program, an initiative that aims to reduce the line of duty deaths to below 100, a number not seen since 1943.

**Miscellaneous**

**Monthly Shift Training**

1. Hand to Hand (Pressure Point Control Technique Review)
2. Room Clearing
3. Vehicle Searches
4. Person Searches



5. Building Searches
6. Arrest/Search & Seizure
7. Felony Stops
8. Case Law
9. City Ordinances
10. Contact and Cover
11. DWI Paperwork
12. Use of Force

**Additional Topics**

1. Driving Course after new Vehicles Fielded
2. Patrol Rifles
3. Major Policy Changes
4. Veteran Tactical Response
5. Patrol Scenarios